

OTHSEA proposal of July 16, 2013
(in response to Board proposal of June 24, 2013)

Sick Leave

accept Board proposal to maintain 2009-12 language

Sick Leave Bank

resubmit OTHSEA sick bank language

The Board shall contribute 250 days to establish a sick leave bank. The days will be available to teachers who incur an illness or injury or who have a family or household member who incurs an illness or injury. One sick leave day per teacher shall be granted annually to the sick leave bank to replenish the bank up to a minimum of 250 days. The replenishment of the bank shall occur at the beginning of each school year. All unused sick days of retirees shall be added to the sick leave bank at the completion of each school year. The Association shall maintain control of the sick leave bank with the Superintendent or his designee serving as a non-voting member of the committee. The sick leave bank committee shall meet at the beginning of the 2013-14 school year to establish guidelines for accessing the bank.

RATIONALE:

A Sick Leave Bank serves as a safe haven for employees who suffer a serious illness or injury, or who have a family member who needs assistance. The Association made this proposal in recognition and support of our members who have had heart-breaking tragedies occur in their families. It is our sincere belief that in times of suffering and grief, it is the duty of others to help in any way possible. Allowing members to access the Sick Leave Bank in order to care for family members, or themselves, is an attempt to alleviate some of the worry that comes with troubling times.

Professional Growth and Training

resubmit OTHSEA proposal

An increment of \$150 per semester hour shall be paid for approved education contributing professional growth.

RATIONALE:

The Association strongly believes that it is the duty and responsibility of all educators to continuously enhance their skills, broaden their knowledge and remain current in all areas of their field. The students who sit in our classrooms deserve the best teaching and guidance that we can provide and this can be accomplished by allowing teachers to grow professionally through coursework at accredited institutions. As many can attest, the cost of higher education is considerable and the Association believes that asking the Board of Education to help offset their costs with a modest contribution of \$150.00 per semester hour is fair and reasonable.

COST:

Undetermined as it is not possible to determine the number of participants.

Insurance

OTHSEA rejects the proposed changes to the out-of-pocket costs

OTHSEA proposes the employee rate of insurance contribution remain at 10% for each year of the 2012-2015 proposed contract.

Proposed new caps for single insurance

2012-2013 \$50

2013-2014 \$60

2014-2015 \$70

Proposed new caps for family insurance

2012-2013 \$180

2013-2014 \$207

2014-2015 \$239

RATIONALE:

Medical costs are extraordinary and though every individual and family deserves insurance, the Association recognizes that insurance coverage has become a privilege instead of a right. Further, we acknowledge that even when participants use their insurance in the responsible way that our teachers have, increased premiums may still occur. Workers throughout the country have many times sacrificed wage increases in order to preserve the insurance benefits needed to immunize infants, provide physicals for school aged children, screen for cancers, address serious illnesses and treat medical conditions that would worsen without early detection and maintenance prescriptions. Insurance protects the health of not only our teachers and their families, but also ultimately the wellbeing of the students who sit in our classrooms. We come to work healthy, focused and prepared to provide the best education possible for all students who come through our doors in the hopes that they may use the things we teach to improve their quality of life, to succeed in their chosen field and give back to their community

In this spirit, the Association has offered to increase the caps for single and family insurance to assist the District with defraying costs.

COST:

No additional costs to the District. Increase in revenue for the District.

Summer and Evening Professional Work

accept Board proposal at \$29.00 per hour for the 2013-14 school year and \$30.00 per hour for the 2014-15 school year.

Salary

2012-2013 0% on the base, lane movement, no step
2013-2014 1.9% on the base, step and lane movement
2014-2015 1.9% on the base, step and lane movement

RATIONALE:

Many of our teachers are current or former residents of the Ottawa community. We have a vested interest in the success of our school programs, the graduation rate of our student population, and the reputation of our District. In order to remain competitive, when attracting the best teaching candidates, while also retaining the highly qualified staff who have devoted themselves to Ottawa Township High School, the Association has proposed an increase to the current salary schedule.

The salary schedule ensures not only equity in hiring and placement, but also serves as a guarantee that individuals who are entering the midpoint or end of their careers are not punished for their age and experience. It is essential that the salary schedule remains in place and that our teachers receive the compensation associated with their education level and years of experience. Allowing the District to erode or disregard that schedule would result in conditions that could threaten our ability to preserve our atmosphere of collaboration, shared success, and determination to constantly improve our level of service.

COST:

2012-2013 - No increased cost to the District over the 2011-2012 school year as the Association has proposed no increase in pay for our teachers.

2013-2014 – The Association has proposed a 1.9% increase to the base of the salary schedule which, due to the retirement of several teachers at the conclusion of the 2012-2013 school year, will result in an approximate cost savings to the District of \$720,918.75.

2014-2015 – The Association has proposed a 1.9% increase to the base of the salary schedule which will result in a cost to the District an additional \$235,925.16 (approximately) over the costs of the 2013-2014 school year which will still result in a net savings for the District over the life of this contract.

TRS

maintain 2009-2012 contract language

COST:

Neutral

Post-retirement insurance benefit

maintain 2009-2012 contract language

COST:

Neutral